

**EYES ONLY**

30 June 1965

MEMORANDUM FOR: Assistant Director, ORD

SUBJECT: CSP Recommendations on Technical  
Training Procedures

1. Based upon a report from the office of the AD/ORD to the effect that CIA technical training courses available within the Agency are not adequate to maintain the professional level of ORD engineers and scientists, Division Chiefs were asked to review their current procedures and make recommendations to cover this deficiency.

2. The following practices summarize the current approach of the ORD Division:

- a. Attendance at special internal courses such as the Weapons Orientation course and the CSR course;
- b. Development of junior personnel by counseling and by supporting travel, etc., in the company of senior personnel to develop areas of specialization;
- c. Attendance at scientific symposia and conferences sponsored by both industry and other government agencies;
- d. Encouragement and support of off-duty technical courses at local universities, particularly with respect to work done on advanced degree programs;
- e. Although the Divisions support the Agency's philosophy of sending technical personnel with great career


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potential for full-time work on advanced degrees, current man-power and work-load considerations will prohibit, until sometime in the future, reducing this philosophy to practice.

3. With sufficient freedom to exercise the diversity of approaches mentioned above, it is felt that ORD can adequately maintain the proficiency of its scientific personnel and no formal internal program could substitute for it.

  
Chairman  
Career Service Panel

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